

2023-2025 Commission Goals and Strategies



Job Category

NOVEMBER 2024 UPDATE

Department Contact:	Patrick Foiles, HR Director	Date:	October 31, 2024
Percentage Complete:	60%	Target Completion:	June 2025
Goal 1.1 DEI			

IMPORTANT OR RELEVANT DATES/MILESTONES: (LOOKING AHEAD AT THE NEXT 3 MONTHS)

Currently:

- **DEI Project Team** - meeting every other week to continue to plan and coordinate each step and effort involved in moving this work forward.
- Lamont (Triangle Advising) was recently onsite on September 24 and 25th and again October 14, 2024.
 - Facilitated the third Employee DEI Workgroup meeting.
 - Facilitated the second Leadership DEI Training with city employees.

Next steps:

- **Lamont (Triangle Advising)** be here November 20th to provide an update to the City Commission.
- **DEI Community Taskforce**
Next (4th) meeting is scheduled for November 19
- **Employee DEI Workgroup** will continue to meet on a bi-monthly basis. Next meeting's agenda include a review and provide feedback of a proposed all-employee stay survey. Next meeting is November 19 where the group will review results of the employee stay survey.
- **Staff Training** – Next phase of leadership training has been scheduled for November 2024. Triangle Advising has conducted 2 of 4 DEI 101 Trainings scheduled to include all city employees.
- **HR Policies and Practices** – Triangle Advising is working through an analysis of current practices.

STATUS: (WHAT HAS BEEN DONE/IS BEING DONE)

- City Commission authorized the contract with Lamont Browne with Triangle Advising. Staff finalized scope of work and contract April 2024
- City staff and the Triangle Advising team met and held a project kick-off meeting, April 12th. Since, had bi-weekly planning meetings to provide updates and discuss different topics:
 - Project communication strategies and opportunities (trail news, website, social media, Juneteenth event)
 - Project branding opportunities
 - Scheduling future training dates, meeting dates, etc.
 - Invitation, development, and coordination of the Employee DEI work group.
- The project team asked for nominations and volunteers to participate in the Oregon City **Employee DEI Workgroup**. The group has 28 members representing all departments and all levels of the organization.

The first workgroup meeting was held 5/28. Lamont walked through the City's Goals and commitments to DEI and provided an overview of the current phase and objectives.

Future meetings scheduled for July 9, Sept. 24, Nov. 19, Jan. 7, March 4, May 6

- Triangle Advising conducted a **Leadership Training** session on May 29th with Oregon City leaders which included all management/supervisory personnel.
- City HR staff met with Triangle Advising to discuss and game plan future steps to analyze and evaluate the City's current recruitment and strategies and processes and recommend any changes to better ensure equitable employment opportunities and a more diverse workforce.